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Annual report of the United Nations High Commissioner for Human Rights and reports of the Office of the High Commissioner and the Secretary-General

Composition of the staff of the Office of the United Nations High Commissioner for Human Rights

Report of the United Nations High Commissioner for Human Rights*

* The annexes to the present report are reproduced as received, in the language of submission only.

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I. Introduction

1. The Human Rights Council, in its resolution 33/2, requested the High Commissioner for Human Rights to submit a comprehensive and updated report to the Council at its thirty-sixth session, with a special focus on further measures taken to correct the imbalance in the geographical composition of the staff of the Office of the High Commissioner (OHCHR). In resolution 28/2, the Council had requested the High Commissioner to submit such a report at its thirty-third session. That report on the composition of the staff of OHCHR presented data for 2015 (A/HRC/33/16), but the High Commissioner also explained that with more staff now falling under the new staff selection and managed mobility system (see ST/SGB/2016/1), there would be no separate measures taken by or for OHCHR on which to report. As the resolution asking for the current report was passed before the previous report was issued, the High Commissioner, while still presenting the current report, is unable to expand on measures related to the geographical composition of his Office.

2. Chapter II of the present report includes data on staff members on regular budget posts subject to geographical distribution and data on staff in temporary posts funded from general temporary assistance and extrabudgetary resources, or on technical cooperation project posts, neither of which are included in the definition of posts subject to geographical distribution.

3. Chapter III contains a description of the measures for improvement taken by the High Commissioner, bearing in mind the issues identified by the Human Rights Council in resolution 33/2, while fully observing United Nations Secretariat human resources policies, in particular, its recruitment and contractual policies.

II. Composition of the staff of the Office of the United Nations High Commissioner for Human Rights

4. The recruitment of staff members to posts subject to geographical distribution is governed by the system of desirable ranges at the Secretariat level. For that purpose, Member States are grouped into four categories: unrepresented, underrepresented, within range and overrepresented. A Member State is considered unrepresented when none of its nationals, throughout the entire Secretariat, is serving in a post subject to geographical distribution and filled in accordance with the established selection process. It is underrepresented when the number of its nationals appointed to such posts throughout the entire Secretariat is below the lower limit of the desirable range. It is within range when the number of its nationals appointed to such posts is between the upper and lower limits of the desirable range and it is overrepresented when the number of its nationals appointed to such posts within the entire Secretariat exceeds the upper limit of the desirable range. The representation status of Member States is affected by many factors, in particular the turnover of staff and changes in the scale of assessments.

5. The official report on the composition of the Secretariat is submitted annually by the Secretary-General to the General Assembly in accordance with a number of resolutions, the most recent being Assembly resolutions 59/266, 60/238, 61/244, 63/250, 65/247, 66/234, 67/255, 68/252 and 71/263.

6. The most recent report of the Secretary-General on the composition of the Secretariat (A/71/360) covers the period from 1 July 2015 to 30 June 2016. OHCHR is part of the Secretariat and the breakdown of its geographical composition has to be seen against the breakdown of the overall distribution within the Secretariat.

7. The Office of Human Resources Management launched an online reporting tool, "HR Insight", available to all permanent missions in August 2011. Since its launch, staff demographic information has been available to all permanent missions. It is based on the human resources data warehouse and enables the retrieval of information from other human resources systems, including IMDS, Nucleus and Umoja.

8. The first release of the tool provided permanent missions with reports on desirable ranges, a staff list and staff details for their respective nationals, such as composition by sex and type of appointment. These online reports are updated on a monthly basis (with an approximately three-month time lag) and can be downloaded, enabling permanent missions to gain convenient, instant access to officially requested reports from the Office of Human Resources Management and reducing the need to print and distribute paper copies. As such, the tool helps make the United Nations more environmentally friendly; for example, the list of staff of the Secretariat is available only on this platform, which obviates the need to print thousands of pages per year.

9. Since the first release of the tool, the Office of Human Resources Management has made a number of enhancements, including adding reports that show Member States the separations, appointments and forecast retirements of their nationals, plus a forecast of retirements with respect to all P-5 to D-2 positions. As requested by the General Assembly in paragraph 48 of resolution 67/254, a file showing data on the representation of developing countries for geographical staff by month has been published online.

10. Going forward, the Office of Human Resources Management will work to make more information available online, thereby giving Member States convenient and monthly access to staff demographic information that was previously available only in its annual report, thus reducing the number of pages printed and data duplicated across HR Insight and the report on the composition of the Secretariat.

11. The table in annex I provides a breakdown of all OHCHR staff members in the Professional category and above who have been selected through the established recruitment process ("regular" staff) against both regular budget posts subject to geographical distribution and extrabudgetary posts, by nationality, grade and sex as at 31 December 2016.

12. The table in annex II provides a breakdown of the following categories of additional OHCHR staff in the Professional category and above not included in the table in annex I, also by nationality, grade and sex as at 31 December 2016:

(a) Staff holding appointments of less than one year;

(b) Staff charged to general temporary assistance funds;

(c) Staff employed as technical cooperation project personnel.

13. It should be recalled that in paragraph 14, section IX, of its resolution 63/250, the General Assembly re-emphasized that the system of geographical ranges was designed to apply to countries rather than to regions or groups. This principle was recently reiterated by the Joint Inspection Unit in a comparative analysis and benchmarking framework on staff recruitment in United Nations system organizations, focusing on gender balance and geographical distribution (JIU/REP/2013/2). The data in the present report are therefore provided by country and listed in alphabetical order.

14. As at 31 December 2016, OHCHR had a total of 678 staff members in the Professional category and above, of whom 5 are considered regular staff.

15. Nationals from 114 countries are represented in the Professional and above workforce, on both geographical and non-geographical posts. The latter comprise extrabudgetary posts that are not included in the system of desirable ranges (see paragraph 6 above). Of these 114 nationalities, 35 are underrepresented,[1] 71 are considered within

[1] Underrepresented as at 31 December 2016: Afghanistan, Australia, Belarus, Brazil, Central African Republic, China, Indonesia, Iran (Islamic Republic of), Iraq, Japan, Lesotho, Norway, Russian Federation, United States of America and Venezuela (Bolivarian Republic of).

range,[2] while 28 nationalities are overrepresented[3] in the Secretariat. OHCHR also has nationals from the State of Palestine on its staff and one stateless staff member.

16. Despite the confirmation by the General Assembly that the system of geographical ranges to be applied to the Secretariat is based on individual countries rather than regions, the Human Rights Council has repeatedly requested that statistics on a regional basis be provided. The table below complies with that request, showing the distribution of OHCHR staff by regional group. It shows clearly a significant improvement in the geographical balance between the regions since 2006. This can be explained by the mobile and dynamic nature of OHCHR staff members and the effect of the various policies of the High Commissioner in improving geographic diversity.

Office of the United Nations High Commissioner for Human Rights by region
(Percentages at 31 December 2016)

Region	*2006*	*2009*	*2012*	*2015*	*2016*[4]
Africa	11.1	13.8	16.7	15.5	13.6
Asia	11.9	13.6	15.7	13.7	15.4
Latin America and Caribbean	9.6	13.2	13.3	11.6	12.0
Eastern Europe	3.3	5.7	7.0	7.8	8.1
Western Europe and others	64.1	53.7	47.3	51.4	50.9
Total	**100**	**100**	**100**	**100**	**100**

III. Efforts made to achieve equitable geographical representation and gender balance, and the new Secretariat staff selection and managed mobility system

17. Enhancing the geographical diversity of OHCHR staff remains one of the High Commissioner's priorities. However, since 1 January 2016, he no longer has the authority to select the candidate he considers best suited for most OHCHR regular positions, as these positons are part of the Political, Peace and Humanitarian Network. Selections for such positions are coordinated centrally through Office of Human Resources Management.

18. As mentioned in the previous report (A/HRC/33/18), on 28 December 2015, the Under-Secretary-General for Management, taking into consideration the provisions of Article 101 of the Charter of the United Nations and pursuant to section 4.2 of the Secretary-General's bulletin on procedures for the promulgation of administrative issuances (ST/SGB/2009/4), for the purpose of implementing General Assembly resolution 68/265 of 9 April 2014, staff regulation 1.2 (c) and the Secretary-General's bulletin on the introduction of a new staff selection and managed mobility system (ST/SGB/2016/2), promulgated an administrative instruction on staff selection and managed mobility system (ST/AI/2016/1 and Amend. 1).

[2] Within range at 31 December 2016: Albania, Algeria, Armenia, Bangladesh, Benin, Bolivia (Plurinational State of), Bosnia and Herzegovina, Botswana, Burundi, Colombia, Congo, Costa Rica, Côte d'Ivoire, Croatia, Cyprus, Czechia, Democratic Republic of the Congo, Ecuador, El Salvador, Eritrea, Estonia, Gambia, Germany, Greece, Guatemala, Guyana, Haiti, Hungary, India, Israel, Jamaica, Kazakhstan, Kyrgyzstan, Lithuania, Madagascar, Malawi, Malaysia, Maldives, Mali, Malta, Mauritania, Mauritius, Mongolia, Nepal, New Zealand, Nigeria, Pakistan, Panama, Paraguay, Peru, Republic of Korea, Republic of Moldova, Romania, Senegal, Serbia, Sierra Leone, Singapore, Slovenia, South Africa, Sudan, Sweden, Syrian Arab Republic, Tajikistan, the former Yugoslav Republic of Macedonia, Togo, Tonga, Tunisia, Turkey, Ukraine, Uzbekistan and Yemen.

[3] Overrepresented at 31 December 2016: Argentina, Austria, Belgium, Bulgaria, Cameroon, Canada, Chile, Denmark, Egypt, Ethiopia, Finland, France, Ghana, Ireland, Italy, Jordan, Kenya, Lebanon, Mexico, Netherlands, Philippines, Portugal, Spain, Switzerland, Trinidad and Tobago, Uganda, United Kingdom of Great Britain and Northern Ireland and Uruguay.

[4] Source: Umoja.

19. The new staff selection system and the managed mobility system is implemented through semi-annual staffing exercises composed of two parts:

(a) The filing of job openings: the selection and appointment of staff members in the Professional and higher categories up to and including the D-2 level and in the Field Service category to vacant positions available for one year or longer;

(b) A managed mobility exercise: the placement against encumbered rotational positions under managed mobility of eligible and suitable staff members in the Professional and higher categories up to and including the D-2 level and in the Field Service category, who have been recruited following a competitive process, including review by a senior or central review body under staff rule 4.15, or through a competitive examination under staff rule 4.16 and who hold a fixed-term, continuing or permanent appointment.

20. In the new system, all placement and recruitment decisions are made in the interests of the Organization as a whole by the Assistant Secretary-General for Human Resources Management and the Secretary-General, in accordance with the goals and obligations placed upon them under the system of desirable ranges mandated by the General Assembly. For OHCHR, this is reflected in the departmental target relating to the recruitment of nationals from unrepresented and underrepresented Member States established in the High Commissioner's compact. The High Commissioner may still indicate to the Assistant Secretary-General the human resource priorities for OHCHR, but he has no final say in the selection process. OHCHR will work closely with the Office of Human Resources Management in the implementation of the new system, and will continue to inform the Assistant Secretary-General that geographic diversity remains a priority.

21. In addition to the temporary job openings due to normal workforce fluctuations, the implementation of the new system has resulted in an increased number of temporary job openings as an interim solution to ensure that work, central to the mandate of OHCHR, continues. Notwithstanding instructions from the Under-Secretary-General for Management to reduce costs by selecting candidates residing within the duty station, the High Commissioner will continue to endeavour to use the selection of temporary staff members to increase the diversity of his Office.

22. OHCHR will continue to pay special attention to the issue of balance between female and male staff members at all levels, an area in which determination and concerted efforts have already brought success. As at 31 December 2016, women accounted for 61 per cent of Professional staff at the P-1 to P-4 level and 34 per cent at the senior level (P-5 to D-2). OHCHR will fully commit to the Secretary-General's system-wide strategy on gender parity.

IV. Conclusion

23. **The High Commissioner will remain attentive to the need to maintain emphasis on the broadest possible geographical diversity of his staff and will continue his efforts in this regard, working closely with the Office of Human Resources Management within the new system of recruitment for the Secretariat. Under the new system of recruitment, however, there will be no separate measures by or for OHCHR on which to report to the Human Rights Council in respect of the composition of its staff. The attention of the Council is therefore drawn to the official report of the Secretary-General on staff demographics, which deals with the composition of the Secretariat, and the comprehensive information it contains about the staff of OHCHR, inter alia.**

Annex I

Regular staff of the Office of the United Nations High Commissioner for Human Rights in the Professional and higher categories, by nationality, grade and sex

(As at 31 December 2016)

	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
Country of nationality	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Afghanistan	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Albania	1	0	-	-	-	-	-	-	-	-	-	-	-	0	-	-	-	-	-	-
Algeria	4	1	-	-	-	-	-	-	-	-	1	-	-	-	-	2	-	1	-	-
Argentina	12	9	-	-	-	-	-	-	-	-	-	2	4	-	3	1	-	-	-	-
Armenia	5	3	-	-	-	-	-	-	-	-	-	-	-	2	2	1	-	-	-	-
Australia	11	3	-	-	-	1	-	-	-	-	3	-	-	1	5	1	-	-	-	-
Austria	6	4	-	-	-	-	-	-	-	-	-	-	1	2	1	2	-	-	-	-
Bangladesh	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Belgium	6	4	-	-	-	-	-	-	-	-	-	-	1	1	2	-	1	1	-	-
Benin	1	-	-	-	-	-	-	-	-	-	1	-	1	-	1	-	-	-	-	-
Bolivia (Plurinational State of)	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Bosnia and Herzegovina	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Botswana	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Brazil	7	4	-	-	-	-	-	-	-	-	-	-	1	1	2	1	-	-	-	-
Bulgaria	6	3	-	-	-	-	-	-	-	-	2	-	1	-	-	3	-	-	-	-
Burundi	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-
Cameroon	7	2	-	-	-	-	-	-	-	-	-	-	2	-	1	2	-	-	-	-
Canada	17	10	-	-	-	-	-	-	-	-	4	1	1	5	2	4	-	-	-	-
Central African Republic	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Chile	2	1	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-
China	4	4	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	1	-	-
Colombia	7	5	-	-	-	-	-	-	-	-	-	1	1	2	1	2	-	-	-	-
Congo	2	1	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-
Costa Rica	2	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-
Côte d'Ivoire	1	1	-	-	-	-	-	-	-	-	1	-	1	-	-	1	-	-	-	-
Croatia	2	1	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-
Cuba	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Cyprus	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Czechia	5	3	-	-	-	-	-	-	-	-	1	-	-	1	1	2	-	-	-	-
Democratic Republic of the Congo	5	3	-	-	-	-	-	-	-	-	-	-	1	-	1	2	-	1	-	-
Denmark	6	3	-	-	-	-	-	-	-	-	1	1	2	1	-	1	-	-	-	-
Ecuador	5	4	-	-	-	-	-	-	-	-	-	-	1	2	-	1	-	1	-	-
Egypt	2	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-
El Salvador	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-

	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
Country of nationality	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Eritrea	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Estonia	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Ethiopia	3	1	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	-	-	-
Finland	4	2	-	-	-	-	-	-	-	-	2	1	-	-	-	-	-	1	-	-
France	37	24	-	-	-	-	-	-	2	-	1	3	5	7	5	14	-	-	-	-
Germany	20	14	-	-	-	-	-	-	-	-	1	3	2	4	3	7	-	-	-	-
Ghana	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Guatemala	2	2	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-
Guyana	2	1	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-
Haiti	3	2	-	-	-	-	-	-	-	-	-	1	-	1	-	-	1	-	-	-
India	9	6	-	-	-	-	-	-	-	-	1	1	1	3	1	2	-	-	-	-
Indonesia	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Iran (Islamic Republic of)	2	2	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-
Iraq	4	2	-	-	-	-	-	-	-	-	-	-	-	-	2	2	-	-	-	-
Ireland	5	3	-	-	-	-	-	-	-	-	-	-	-	1	2	2	-	-	-	-
Israel	3	2	-	-	-	-	-	-	-	-	-	-	-	-	1	2	-	-	-	-
Italy	33	17	-	-	-	-	-	-	1	-	5	4	5	8	5	4	-	1	-	-
Jamaica	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Japan	12	8	-	-	-	-	-	-	-	-	1	-	1	1	1	6	1	1	-	-
Jordan	9	5	1	-	-	-	-	-	-	1	-	-	2	2	1	1	-	1	-	-
Kazakhstan	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-
Kenya	4	3	-	-	-	-	-	-	-	-	1	-	-	-	-	3	-	-	-	-
Kyrgyzstan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Lebanon	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Lesotho	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Lithuania	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-
Madagascar	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-
Malawi	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Malaysia	2	2	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-
Maldives	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Mali	3	1	-	-	-	-	-	-	1	-	-	-	1	1	-	-	-	-	-	-
Malta	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Mauritania	2	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-
Mauritius	2	1	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-
Mexico	9	7	-	-	-	-	-	-	-	-	-	-	1	1	1	6	-	-	-	-
Mongolia	3	1	-	-	-	-	-	-	-	-	1	1	-	-	1	-	-	-	-	-
Nepal	6	1	-	-	-	-	-	-	-	-	-	-	2	-	3	1	-	-	-	-
Netherlands	6	3	-	-	-	-	-	-	-	-	1	1	-	1	2	1	-	-	-	-
New Zealand	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Nigeria	6	4	-	-	-	-	-	-	-	-	2	1	-	2	-	1	-	-	-	-
Norway	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-	4	1	1	-	-
Pakistan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Panama	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Paraguay	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-

	Total staff		*USG*		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*	
Country of nationality	*All*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*
Peru	4	1	-	-	-	-	-	-	-	-	2	-	-	1	1	-	-	-	-	-
Philippines	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Portugal	7	5	-	-	-	-	-	-	-	-	-	-	1	2	1	3	-	-	-	-
Republic of Korea	8	7	-	-	-	-	-	-	-	-	-	1	1	-	-	3	-	3	-	-
Republic of Moldova	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-
Romania	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Russian Federation	7	3	-	-	-	-	-	-	-	-	1	-	2	-	1	2	-	1	-	-
Senegal	3	1	-	-	-	-	-	-	-	-	1	-	1	-	-	1	-	-	-	-
Serbia	5	3	-	-	-	-	-	-	-	-	-	-	-	1	1	2	1	-	-	-
Singapore	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-
Slovenia	4	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	3	-	-
South Africa	3	1	-	-	-	-	-	-	-	-	-	-	2	-	-	1	-	-	-	-
Spain	34	21	-	-	-	-	-	-	-	1	1	2	4	3	7	12	1	3	-	-
Sudan	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Sweden	9	7	-	-	-	-	-	-	-	-	-	-	1	4	1	3	-	-	-	-
Switzerland	19	15	-	-	-	-	-	-	-	-	-	-	2	1	2	14	-	-	-	-
The former Yugoslav Republic of Macedonia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Togo	4	-	-	-	-	-	-	-	-	-	1	-	2	-	1	-	-	-	-	-
Tonga	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Trinidad and Tobago	2	1	-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	-	-	-
Tunisia	5	2	-	-	-	-	-	-	-	-	1	-	1	1	1	1	-	-	-	-
Turkey	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Uganda	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-
Ukraine	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
United Kingdom of Great Britain and Northern Ireland	26	12	-	-	1	-	-	-	-	-	5	1	3	7	4	2	1	2	-	-
United States of America	25	11	-	-	-	-	-	1	3	1	3	1	5	2	2	3	1	3	-	-
Uruguay	2	1	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-
Uzbekistan	6	2	-	-	-	-	-	-	-	-	-	-	-	-	4	2	-	-	-	-
Venezuela (Bolivarian Republic of)	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Yemen	2	2	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-
Subtotal	**554**	**314**	**1**	**0**	**1**	**1**	**1**	**1**	**8**	**4**	**48**	**26**	**72**	**92**	**99**	**160**	**10**	**30**	**0**	**0**
State of Palestine	3	1	-	-	-	-	-	-	-	-	1	-	1	-	-	1	-	-	-	-
Stateless	1	0	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Total	**558**	**315**	**1**	**0**	**1**	**1**	**1**	**1**	**8**	**4**	**49**	**26**	**74**	**92**	**99**	**161**	**10**	**30**	**0**	**0**

Annex II

Non-regular staff of the Office of the United Nations High Commissioner for Human Rights in the Professional and higher categories, by nationality, grade and sex

(As at 31 December 2016)

	Total staff		*USG*		*ASG*		*D-2*		*D-1*		*P-5*		*P-4*		*P-3*		*P-2*		*P-1*	
Country of nationality	*All*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*	*M*	*F*
Albania	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Argentina	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-
Armenia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Australia	2	2	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-
Austria	2	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-
Belarus	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Belgium	3	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1	-	-	-
Cameroon	3	3	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-
Canada	5	5	-	-	-	-	-	-	-	-	-	-	-	-	-	3	-	2	-	-
China	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Colombia	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-
Côte d'Ivoire	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Czechia	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Democratic Republic of the Congo	3	0	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-
Denmark	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
France	15	10	-	-	-	-	-	-	-	-	-	-	2	1	2	6	1	2	-	1
Gambia	1	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
Germany	3	3	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1	-	-
Greece	1	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
Hungary	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Ireland	2	2	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-
Italy	6	3	-	-	-	-	-	-	-	-	-	-	-	-	2	1	1	2	-	-
Japan	2	2	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-
Jordan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Kyrgyzstan	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Lithuania	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Mauritania	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Mauritius	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Mexico	2	1	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-
Netherlands	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-
Norway	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Philippines	2	0	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-
Republic of Korea	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Romania	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-

	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
Country of nationality	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Russian Federation	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Senegal	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Sierra Leone	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
South Africa	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Spain	6	4	-	-	-	-	-	-	-	-	-	-	-	-	1	3	1	-	-	1
Sudan	1	0	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Sweden	2	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-
Switzerland	6	3	-	-	-	-	-	-	-	-	-	-	-	-	3	2	-	1	-	-
Syrian Arab Republic	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
Tajikistan	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Togo	3	0	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1	-	-	-
Tunisia	1	0	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
United Kingdom of Great Britain and Northern Ireland	10	4	-	-	-	-	-	-	-	-	1	-	1	1	3	2	1	1	-	-
United States of America	10	6	-	-	-	-	-	-	-	-	-	-	2	1	1	3	1	2	-	-
Subtotal	**119**	**74**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**6**	**9**	**27**	**43**	**11**	**20**	**0**	**2**
State of Palestine	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-
Total	**120**	**75**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**6**	**9**	**27**	**44**	**11**	**20**	**0**	**2**